

Report of the Portfolio Holder for Community Safety**Employee Domestic Abuse Policy**1. Purpose of Report

To present Cabinet with the amended Employee Domestic Abuse Policy following review by the Policy Overview Working Group (POWG) and Local Joint Consultative Committee (LJCC) and ask that Cabinet resolve to approve the new policy.

2. Recommendation

Cabinet is asked to RESOLVE that the Employee Domestic Abuse Policy be approved.

3. Detail

The Employee Domestic Abuse Policy was last reviewed in November 2023.

The Head of Communities and Community Safety is the lead officer responsible for Domestic Abuse Policies and it has been necessary to review the policy to ensure it remains fit for purpose and in line with any practice changes.

The policy clarifies who falls within its remit and the definition of Domestic Abuse has been tightened to align with legislation. Additional employee support is outlined, such as Occupational Health and the Council's Employee Assistance Programme. Detailed recording has been tightened and home safety is now reference. Training is also a mandatory requirement.

The Employee Domestic Abuse Policy can be found at **Appendix 1**.

The Equality Impact Assessment can be found at **Appendix 2**.

4. Key Decision

This report is not a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012. It is not significant in terms of its effects on communities living or working in an area comprising two or more Wards or electoral divisions in the Council's area

5. Financial Implications

The comments from the Interim Deputy Chief Executive and Section 151 Officer were as follows:

There are no additional financial implications for the Council at this stage with costs being contained within existing budgets. Any significant budget

implications in the future, over and above virement limits, would require approval by Cabinet.

6. Legal Implications

The comments from the Head of Legal Services were as follows:

There are a number of legislative requirements placed on the Council both as a local authority and employer to meet various safeguarding obligations. This policy and its implementation will assist the Council in approaching its safeguarding obligations towards its employees in relation to domestic violence

7. Human Resources Implications

The comments from the Human Resources Manager were as follows:

Further Human Resources comment will be provided at the meeting.

8. Union Comments

The Union comments were as follows:

Further Union comment will be provided at the meeting.

9. Climate Change Implications

The climate change implications are contained within the report.

10. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

11. Equality Impact Assessment

As this is a change to policy an equality impact assessment is included in the appendix to this report.

12. Background Papers

Nil.